

Introduced by: Councilmember Mizeur

First Reading: June 6, 2005

Second Reading: June 13, 2005

**ORDINANCE NO. 2005-16**  
**An Ordinance to Adopt an FY06 Pay Plan**  
**for Staff Who are Covered by the AFSCME Collective Bargaining Agreement**

**WHEREAS,** the pay scale for staff who are covered by the AFSCME Collective Bargaining Agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code, as modified by Ordinance 1999-29 or as modified herein; AND

**WHEREAS,** the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND

**WHEREAS,** the City has ratified a Collective Bargaining Agreement with Local 3399, The American Federation of State, County, and Municipal Employees, which provides for a market adjustment to be effective July 1, 2005; AND

**WHEREAS,** the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of December 2004 shows an annual market increase of less than 2.5%; AND

**WHEREAS,** the Collective Bargaining Agreement requires a minimum increase of 2.5%.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT** the attached pay scale is adopted for the City staff who are covered by the Collective Bargaining Agreement with AFSCME for the Fiscal Year beginning July 1, 2005 and ending June 30, 2006, and will remain in effect until amended or repealed by the Council.

Adopted this 13th day of June, 2005 by roll-call vote as follows:

AYES: Porter, Austin-Lane, Barry, Elrich, Mizeur, Seamens, Williams

NAYS:

ABSTAIN:

ABSENT:

**EMPLOYEE PAY SCALE - FY 06****Ordinance No. 2005-16****Staff who are covered by the Collective****Bargaining Agreement with AFSCME****2.5% Market Adjustment Effective July 1, 2005**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
21	Annual Hourly	\$24,895 \$11.97	\$25,642 \$12.33	\$26,411 \$12.70	\$27,204 \$13.08	\$28,020 \$13.47	\$37,841 \$18.19
22	Annual Hourly	\$26,389 \$12.69	\$27,181 \$13.07	\$27,996 \$13.46	\$28,836 \$13.86	\$29,701 \$14.28	\$40,111 \$19.28
23	Annual Hourly	\$27,972 \$13.45	\$28,811 \$13.85	\$29,676 \$14.27	\$30,566 \$14.70	\$31,483 \$15.14	\$42,518 \$20.44
24	Annual Hourly	\$29,651 \$14.26	\$30,540 \$14.68	\$31,456 \$15.12	\$32,400 \$15.58	\$33,372 \$16.04	\$45,069 \$21.67
25	Annual Hourly	\$31,430 \$15.11	\$32,373 \$15.56	\$33,344 \$16.03	\$34,344 \$16.51	\$35,374 \$17.01	\$47,773 \$22.97
26	Annual Hourly	\$33,315 \$16.02	\$34,315 \$16.50	\$35,344 \$16.99	\$36,405 \$17.50	\$37,497 \$18.03	\$50,639 \$24.35
27	Annual Hourly	\$35,314 \$16.98	\$36,374 \$17.49	\$37,465 \$18.01	\$38,589 \$18.55	\$39,747 \$19.11	\$53,678 \$25.81
28	Annual Hourly	\$38,846 \$18.68	\$40,011 \$19.24	\$41,211 \$19.81	\$42,448 \$20.41	\$43,721 \$21.02	\$59,046 \$28.39
29	Annual Hourly	\$42,730 \$20.54	\$44,012 \$21.16	\$45,333 \$21.79	\$46,693 \$22.45	\$48,093 \$23.12	\$64,950 \$31.23
30	Annual Hourly	\$49,140 \$23.62	\$50,614 \$24.33	\$52,132 \$25.06	\$53,696 \$25.82	\$55,307 \$26.59	\$74,693 \$35.91
31	Annual Hourly	\$56,511 \$27.17	\$58,206 \$27.98	\$59,952 \$28.82	\$61,751 \$29.69	\$63,603 \$30.58	\$85,896 \$41.30